

Second Regular Session
Seventy-third General Assembly
STATE OF COLORADO

DRAFT
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BILL 2

LLS NO. 22-0203.01 Alana Rosen x2606

INTERIM COMMITTEE BILL

Early Childhood and School Readiness Legislative Commission

BILL TOPIC: "Diversity In The Early Childhood Workforce"
DEADLINES: File by: 10/11/2021

A BILL FOR AN ACT

101 CONCERNING INCREASING TEACHER DIVERSITY IN THE EARLY
102 CHILDHOOD EDUCATOR WORKFORCE.

Bill Summary

(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://leg.colorado.gov/>.)

Early Childhood and School Readiness Legislative Commission. The bill creates the early childhood educator preparation pilot program (pilot program). The purpose of the pilot program is to recruit, educate, train, and prepare high school students of color and low-income high school students to enter the early childhood educator workforce. The bill requires the department of education, in partnership

*Capital letters or bold & italic numbers indicate new material to be added to existing statute.
Dashes through the words indicate deletions from existing statute.*

with the department of higher education and the office of early childhood in the department of early childhood, to design and implement an experiential, hands-on pilot program in up to 10 eligible schools to provide eligible high school students the opportunity to train with preschool students on the campus of the eligible school. Eligible students may earn concurrent enrollment credits while participating in the pilot program. The bill provides monetary awards for early childhood educators who participate in, and students who complete, the pilot program. The department of education must submit reports concerning the design and implementation of the pilot program to the education committees of the general assembly and survey the students who participate in the pilot program. The bill repeals the pilot program, effective July 1, 2030.

Be it enacted by the General Assembly of the State of Colorado:

SECTION 1. In Colorado Revised Statutes, **add** 22-35-115 as follows:

22-35-115. Early childhood educator preparation pilot program - creation - eligibility - rules - report - legislative declaration - definitions - repeal. (1) (a) THE GENERAL ASSEMBLY FINDS THAT:

(I) A HIGH-QUALITY EARLY CHILDHOOD EDUCATION PROGRAM PROVIDES A SAFE AND NURTURING ENVIRONMENT WHILE PROMOTING THE PHYSICAL, SOCIAL, EMOTIONAL, AND INTELLECTUAL DEVELOPMENT OF YOUNG CHILDREN;

(II) GREATER DIVERSITY IN THE EARLY CHILDHOOD EDUCATION WORKFORCE HAS POSITIVE IMPACTS ON STUDENT EDUCATIONAL EXPERIENCES AND OUTCOMES, INCLUDING HELPING TO CLOSE ACHIEVEMENT GAPS AND PROVIDING POSITIVE ROLE MODELS FOR STUDENTS OF COLOR;

(III) TEACHING CANDIDATES WHO RECEIVE COMPREHENSIVE PREPARATION ARE MORE LIKELY TO STAY IN TEACHING THAN THOSE WHO RECEIVE LITTLE TRAINING;

1 (IV) TEACHERS OF COLOR ARE MORE LIKELY TO BEGIN TEACHING
2 WITHOUT COMPLETING COMPREHENSIVE TRAINING OR ENTER THE
3 PROFESSION THROUGH ALTERNATIVE ROUTES BECAUSE OF THE COST OF
4 TRADITIONAL TEACHER PREPARATION PROGRAMS AND STUDENT DEBT;
5 AND

6 (V) IN COLORADO, AN EXISTING EARLY CHILDHOOD EDUCATOR
7 WORKFORCE SHORTAGE HAS BEEN EXACERBATED BY THE COVID-19
8 PANDEMIC, CAUSING EDUCATORS OF ALL BACKGROUNDS TO LEAVE THE
9 TEACHING FIELD, BUT ESPECIALLY TEACHERS OF COLOR.

10 (b) THEREFORE, THE GENERAL ASSEMBLY DECLARES THAT IS IN
11 THE BEST INTERESTS OF THE STATE TO ESTABLISH THE EARLY CHILDHOOD
12 EDUCATOR PREPARATION PILOT PROGRAM TO RECRUIT LOW-INCOME
13 STUDENTS AND STUDENTS OF COLOR IN HIGH SCHOOL WHO ARE ELIGIBLE
14 FOR FREE OR REDUCED-PRICE LUNCH PURSUANT TO THE "RICHARD B.
15 RUSSELL NATIONAL SCHOOL LUNCH ACT", 42 U.S.C. SEC. 1751 ET SEQ.,
16 TO TRAIN, PREPARE, AND ENTER THE EARLY CHILDHOOD EDUCATOR
17 WORKFORCE BY FOCUSING ON EXPERIENTIAL, HANDS-ON TRAINING WITH
18 PRESCHOOL STUDENTS, ADMINISTERED ON THE CAMPUS OF AN ELIGIBLE
19 SCHOOL.

20 (2) AS USED IN THIS SECTION, UNLESS THE CONTEXT OTHERWISE
21 REQUIRES:

22 (a) "COHORT" MEANS A GROUP OF ELIGIBLE STUDENTS IN AN
23 ELIGIBLE SCHOOL WHO ENTER THE PILOT PROGRAM IN THE TENTH GRADE
24 AND PARTICIPATE IN THE THREE-YEAR PROGRAM THROUGH THE TWELFTH
25 GRADE.

26 (b) "ELIGIBLE SCHOOL" MEANS A SCHOOL OF A SCHOOL DISTRICT,
27 INCLUDING A DISTRICT CHARTER SCHOOL OR AN INSTITUTE CHARTER

1 SCHOOL, THAT PARTICIPATES IN THE "RICHARD B. RUSSELL NATIONAL
2 SCHOOL LUNCH ACT", 42 U.S.C. SEC. 1751 ET SEQ., AND OPERATES AN
3 ON-CAMPUS PRESCHOOL PROGRAM.

4 (c) "ELIGIBLE STUDENT" MEANS A HIGH SCHOOL STUDENT WHO IS
5 ENROLLED IN THE TENTH GRADE IN AN ELIGIBLE SCHOOL.

6 (d) "OFFICE OF EARLY CHILDHOOD" MEANS THE OFFICE WITHIN THE
7 DEPARTMENT OF EARLY CHILDHOOD THAT IS RESPONSIBLE FOR EARLY
8 CHILDHOOD PROGRAMS.

9 (e) "ON-CAMPUS PRESCHOOL PROGRAM" MEANS A PRESCHOOL
10 PROGRAM OPERATED PURSUANT TO THE "COLORADO PRESCHOOL
11 PROGRAM ACT", ARTICLE 28 OF THIS TITLE 22, WHICH OPERATES ON THE
12 CAMPUS OF AN ELIGIBLE SCHOOL.

13 (f) "PILOT PROGRAM" OR "PROGRAM" MEANS THE EARLY
14 CHILDHOOD EDUCATOR PREPARATION PILOT PROGRAM CREATED IN
15 SUBSECTION (3) OF THIS SECTION.

16 (3) (a) THERE IS CREATED IN THE DEPARTMENT THE EARLY
17 CHILDHOOD EDUCATOR PREPARATION PILOT PROGRAM. THE DEPARTMENT,
18 IN PARTNERSHIP WITH THE DEPARTMENT OF HIGHER EDUCATION AND THE
19 OFFICE OF EARLY CHILDHOOD, SHALL DESIGN THE PILOT PROGRAM IN
20 ACCORDANCE WITH THE REQUIREMENTS DESCRIBED IN SUBSECTION (3)(b)
21 OF THIS SECTION AND THE RULES PROMULGATED BY THE STATE BOARD
22 PURSUANT TO SUBSECTION (4)(b) OF THIS SECTION. THE PURPOSE OF THE
23 PILOT PROGRAM IS TO INCREASE THE NUMBER OF LOW-INCOME STUDENTS
24 AND STUDENTS OF COLOR WHO ENTER THE EARLY CHILDHOOD EDUCATOR
25 WORKFORCE BY PROVIDING AN EARLY CHILDHOOD EDUCATOR
26 PREPARATION PROGRAM FOR HIGH SCHOOL STUDENTS THAT FOCUSES ON
27 EXPERIENTIAL, HANDS-ON TRAINING WITH PRESCHOOL STUDENTS WHO

1 ATTEND AN ON-CAMPUS PRESCHOOL PROGRAM AT AN ELIGIBLE SCHOOL.

2 (b) THE DEPARTMENT, IN PARTNERSHIP WITH THE DEPARTMENT OF
3 HIGHER EDUCATION AND THE OFFICE OF EARLY CHILDHOOD, SHALL DESIGN
4 THE PILOT PROGRAM DURING THE 2022-23 SCHOOL YEAR AND BEGIN
5 IMPLEMENTING THE PILOT PROGRAM DURING THE 2023-24 SCHOOL YEAR.
6 IN DESIGNING THE PILOT PROGRAM, THE DEPARTMENT, AT A MINIMUM,
7 SHALL INCLUDE:

8 (I) THE GOALS OF THE PILOT PROGRAM, INCLUDING PREPARING
9 LOW-INCOME STUDENTS AND STUDENTS OF COLOR TO ENTER EARLY
10 CHILDHOOD EDUCATOR POSTSECONDARY PROGRAMS;

11 (II) THE LEARNING OBJECTIVES FOR THE PILOT PROGRAM AND
12 METHODS FOR ACHIEVING THE LEARNING OBJECTIVES;

13 (III) THE METHODS FOR EVALUATING THE SUCCESS OF THE PILOT
14 PROGRAM, INCLUDING WHETHER ELIGIBLE STUDENTS ACHIEVE THE PILOT
15 PROGRAM'S LEARNING OBJECTIVES AND WHETHER THE GOALS OF THE
16 PILOT PROGRAM ARE MET;

17 (IV) A REQUIREMENT THAT HIGH SCHOOL COURSE WORK ALIGN
18 WITH EXISTING EARLY EDUCATOR STATEWIDE DEGREE TRANSFER
19 AGREEMENTS PURSUANT TO SECTION 23-1-108 TO ENSURE ELIGIBLE
20 STUDENTS MAY APPLY FOR CONCURRENT ENROLLMENT PURSUANT TO THIS
21 ARTICLE 35 TO BEGIN EARNING CREDITS TOWARD A POSTSECONDARY
22 DEGREE OR CERTIFICATE;

23 (V) STRATEGIES TO ASSIST ELIGIBLE STUDENTS WHOSE
24 EXPERIENCE IS LARGELY IN A LANGUAGE OTHER THAN ENGLISH;

25 (VI) A PROCESS FOR PARENTS TO PERMIT THEIR PRESCHOOL-AGED
26 CHILD TO PARTICIPATE IN THE PILOT PROGRAM; AND

27 (VII) A DESCRIPTION OF THE FORMAT OF THE PILOT PROGRAM,

1 WHICH MUST INCLUDE THE FOLLOWING:

2 (A) IN THE TENTH GRADE, THE COHORT BEGINS THE PROGRAM
3 WITH CLASSROOM INSTRUCTION FOCUSED ON EARLY CHILDHOOD
4 DEVELOPMENT;

5 (B) IN THE ELEVENTH GRADE, THE COHORT PARTICIPATES IN ONE
6 COURSE FOCUSED ON EXPERIENTIAL, HANDS-ON TRAINING WITH
7 PRESCHOOL STUDENTS ENROLLED IN THE ON-CAMPUS PRESCHOOL
8 PROGRAM;

9 (C) IN THE TWELFTH GRADE, THE COHORT PARTICIPATES IN
10 MULTIPLE COURSES FOCUSED ON EXPERIENTIAL, HANDS-ON CLASSROOM
11 PREPARATION, PLANNING, AND TEACHING, WORKING WITH STUDENTS
12 ENROLLED IN THE ON-CAMPUS PRESCHOOL PROGRAM, AND IN INTERNSHIP
13 OPPORTUNITIES WITH COMMUNITY-BASED CHILD CARE CENTERS, AS
14 DEFINED IN SECTION 26-6-102; AND

15 (D) THROUGHOUT THE THREE-YEAR PROGRAM, THE OFFICE OF
16 EARLY CHILDHOOD AND ITS AFFILIATED ORGANIZATIONS PRESENT
17 LECTURES AND PROVIDE COACHING TO THE COHORT WITH A FOCUS ON
18 SMALL BUSINESS DEVELOPMENT, ENTREPRENEURSHIP, AND LEADERSHIP
19 DEVELOPMENT IN THE EARLY CHILDHOOD EDUCATOR WORKFORCE.

20 (4) (a) THE SCHOOL DISTRICT OF AN ELIGIBLE SCHOOL THAT SEEKS
21 TO PARTICIPATE IN THE PILOT PROGRAM MUST SUBMIT AN APPLICATION, IN
22 CONJUNCTION WITH AN INSTITUTION OF HIGHER EDUCATION, TO THE
23 DEPARTMENT IN ACCORDANCE WITH THE TIME FRAMES AND PROCEDURES
24 ADOPTED BY RULE OF THE STATE BOARD. AN INSTITUTE CHARTER SCHOOL
25 THAT IS AN ELIGIBLE SCHOOL AND SEEKS TO PARTICIPATE MUST SUBMIT AN
26 APPLICATION, IN CONJUNCTION WITH AN INSTITUTION OF HIGHER
27 EDUCATION, TO THE DEPARTMENT.

1 (b) THE STATE BOARD BY RULE SHALL SPECIFY THE REQUIRED
2 CONTENTS OF THE APPLICATION, WHICH AT A MINIMUM MUST INCLUDE THE
3 METHODS AN ELIGIBLE SCHOOL WILL USE TO SELECT ELIGIBLE STUDENTS
4 WHO DEMONSTRATE A DESIRE TO ENTER THE EARLY CHILDHOOD
5 EDUCATOR WORKFORCE AND APPLY TO PARTICIPATE IN THE PILOT
6 PROGRAM.

7 (5) (a) THE STATE BOARD SHALL SELECT TEN ELIGIBLE SCHOOLS TO
8 PARTICIPATE IN THE PILOT PROGRAM BEGINNING IN THE 2023-24
9 ACADEMIC YEAR AND CONTINUING THROUGH THE 2028-29 ACADEMIC
10 YEAR, BASED ON APPLICATIONS RECEIVED PURSUANT TO SUBSECTION (4)
11 OF THIS SECTION. THE FINAL COHORT MUST BE ENROLLED IN THE PILOT
12 PROGRAM BY THE 2026-27 ACADEMIC YEAR. NO MORE THAN THIRTY
13 ELIGIBLE STUDENTS STATEWIDE MAY PARTICIPATE IN EACH COHORT.

14 (b) IN SELECTING ELIGIBLE SCHOOLS TO PARTICIPATE IN THE
15 PROGRAM, THE STATE BOARD, AT A MINIMUM, SHALL CONSIDER:

16 (I) AN ELIGIBLE SCHOOL'S STUDENT DEMOGRAPHICS,
17 DISAGGREGATED BY ETHNICITY, GENDER, AND ELIGIBILITY FOR FREE OR
18 REDUCED-PRICE LUNCH THROUGH THE FEDERAL "RICHARD B. RUSSELL
19 NATIONAL SCHOOL LUNCH ACT", 42 U.S.C. SEC. 1751 ET SEQ.;

20 (II) AN ELIGIBLE SCHOOL'S GEOGRAPHIC LOCATION; AND

21 (III) ANY OTHER CHARACTERISTIC THE STATE BOARD DEEMS
22 RELEVANT TO THE SELECTION OF AN ELIGIBLE SCHOOL.

23 (6) (a) SUBJECT TO AVAILABLE APPROPRIATIONS, THE STATE
24 BOARD SHALL DISTRIBUTE TO THE APPROPRIATE SCHOOL DISTRICT FOR
25 EACH PARTICIPATING ELIGIBLE SCHOOL AND TO THE STATE CHARTER
26 SCHOOL INSTITUTE FOR EACH PARTICIPATING ELIGIBLE INSTITUTE CHARTER
27 SCHOOL MONEY TO PROVIDE STIPENDS TO EARLY CHILDHOOD EDUCATORS

1 WHO OVERSEE ELIGIBLE STUDENTS WHO PARTICIPATE IN THE PILOT
2 PROGRAM. THE SCHOOL DISTRICTS AND THE CHARTER SCHOOL INSTITUTE
3 SHALL DISTRIBUTE THE TOTAL AMOUNT RECEIVED TO THE PARTICIPATING
4 ELIGIBLE SCHOOLS. BASED ON THE TOTAL AMOUNT RECEIVED BY EACH
5 ELIGIBLE SCHOOL AND ON THE EDUCATOR'S DUTIES AND PARTICIPATION IN
6 THE PILOT PROGRAM, THE PARTICIPATING ELIGIBLE SCHOOL SHALL
7 DETERMINE THE AMOUNT OF THE STIPEND.

8 (b) SUBJECT TO AVAILABLE APPROPRIATIONS, THE STATE BOARD
9 SHALL DISTRIBUTE TO THE APPROPRIATE SCHOOL DISTRICT FOR EACH
10 PARTICIPATING ELIGIBLE SCHOOL AND TO THE STATE CHARTER SCHOOL
11 INSTITUTE FOR EACH PARTICIPATING ELIGIBLE INSTITUTE CHARTER SCHOOL
12 MONEY TO PROVIDE A GRANT TO EACH OF THE ELIGIBLE STUDENTS WHO
13 COMPLETE THE PROGRAM. THE SCHOOL DISTRICTS AND THE CHARTER
14 SCHOOL INSTITUTE SHALL DISTRIBUTE THE TOTAL AMOUNT RECEIVED TO
15 THE PARTICIPATING ELIGIBLE SCHOOLS. EACH PARTICIPATING ELIGIBLE
16 SCHOOL SHALL DETERMINE THE AMOUNT OF THE GRANTS FOR THE
17 ELIGIBLE STUDENTS ENROLLED IN THE ELIGIBLE SCHOOL, BASED ON THE
18 TOTAL AMOUNT RECEIVED BY THE ELIGIBLE SCHOOL.

19 (7) THE GENERAL ASSEMBLY SHALL ANNUALLY APPROPRIATE
20 MONEY TO THE DEPARTMENT TO IMPLEMENT THIS SECTION, INCLUDING
21 MONEY TO PAY THE COSTS OF DESIGNING AND IMPLEMENTING THE PILOT
22 PROGRAM, WHICH MAY INCLUDE DIRECT AND INDIRECT COSTS OF
23 OPERATING THE PILOT PROGRAM, AND AWARDING STIPENDS AND GRANTS
24 AS PROVIDED IN SUBSECTION (6) OF THIS SECTION.

25 (8) (a) ON OR BEFORE MARCH 15, 2023, THE DEPARTMENT SHALL
26 REPORT TO THE EDUCATION COMMITTEES OF THE SENATE AND THE HOUSE
27 OF REPRESENTATIVES, OR ANY SUCCESSOR COMMITTEES, CONCERNING THE

1 DESIGN OF THE PILOT PROGRAM AND THE PLANS FOR IMPLEMENTING THE
2 PILOT PROGRAM DURING THE 2023-24 SCHOOL YEAR. THE REPORT MUST
3 INCLUDE:

4 (I) THE METHOD FOR IDENTIFYING WHETHER SCHOOLS ARE
5 ELIGIBLE TO PARTICIPATE IN THE PILOT PROGRAM AND THE NUMBER OF
6 ELIGIBLE SCHOOLS EXPECTED TO PARTICIPATE IN THE PILOT PROGRAM;

7 (II) THE PLAN FOR CLASSROOM INSTRUCTION AND ESTABLISHING
8 EXPERIENTIAL, HANDS-ON TRAINING FOR ELIGIBLE STUDENTS;

9 (III) THE GOALS TO BE ACHIEVED THROUGH THE PILOT PROGRAM,
10 INCLUDING TRAINING LOW-INCOME STUDENTS AND STUDENTS OF COLOR
11 TO ENTER EARLY CHILDHOOD EDUCATOR POSTSECONDARY PROGRAMS;

12 (IV) THE MANNER IN WHICH THE DEPARTMENT EXPECTS TO
13 MEASURE THE SUCCESS OF THE PILOT PROGRAM, INCLUDING STUDENT
14 PARTICIPATION RATES, OUTCOMES, AND ACHIEVEMENTS; AND

15 (V) THE NUMBER OF CONCURRENT ENROLLMENT PROGRAMS
16 FOCUSED ON EARLY CHILDHOOD EDUCATION.

17 (b) BEGINNING JANUARY 15, 2027, AND EVERY JANUARY 15
18 THROUGH 2029, THE DEPARTMENT SHALL REPORT TO THE EDUCATION
19 COMMITTEES OF THE SENATE AND THE HOUSE OF REPRESENTATIVES, OR
20 ANY SUCCESSOR COMMITTEES, A DESCRIPTION OF EACH ELIGIBLE SCHOOL'S
21 PROGRAM OPERATIONS, AN ANALYSIS OF THE PROGRESS OF EACH COHORT
22 PARTICIPATING IN THE PROGRAM, AND A SUMMARY OF THE SURVEY
23 RESULTS ADMINISTERED PURSUANT TO SUBSECTION (9) OF THIS SECTION.

24 (c) ON OR BEFORE MARCH 15, 2030, THE DEPARTMENT SHALL
25 SUBMIT TO THE EDUCATION COMMITTEES OF THE SENATE AND THE HOUSE
26 OF REPRESENTATIVES, OR ANY SUCCESSOR COMMITTEES, A FINAL REPORT
27 ON THE PILOT PROGRAM. AT A MINIMUM, THE REPORT MUST INCLUDE:

1 (I) THE TOTAL NUMBER OF ELIGIBLE SCHOOLS THAT PARTICIPATED
2 IN THE PILOT PROGRAM AND A DESCRIPTION OF THEIR INDIVIDUAL
3 PROGRAMS;

4 (II) THE TOTAL NUMBER OF ELIGIBLE STUDENTS WHO
5 PARTICIPATED IN THE PILOT PROGRAM AND THE LEVEL OF SUCCESS IN
6 ACHIEVING THE LEARNING OBJECTIVES;

7 (III) AN EVALUATION OF THE OVERALL SUCCESS OF THE PILOT
8 PROGRAM PARTICIPANTS IN ACHIEVING THE LEARNING OBJECTIVES AND
9 IDENTIFIED GOALS OF THE PROGRAM AND IN ACHIEVING THE PURPOSE OF
10 THE PILOT PROGRAM IDENTIFIED IN SUBSECTION (3) OF THIS SECTION;

11 (IV) AN ANALYSIS OF THE RESULTS OF THE SURVEY ADMINISTERED
12 PURSUANT TO SUBSECTION (9) OF THIS SECTION; AND

13 (V) A RECOMMENDATION CONCERNING WHETHER TO CONTINUE
14 THE PILOT PROGRAM, ANY RECOMMENDED CHANGES TO THE PILOT
15 PROGRAM, AND THE ESTIMATED COST OF CONTINUING AND EXPANDING
16 THE PILOT PROGRAM.

17 (9) SUBJECT TO AVAILABLE APPROPRIATIONS, BEGINNING JANUARY
18 15, 2024, AND EVERY JANUARY 15 THROUGH 2030, THE DEPARTMENT
19 SHALL ADMINISTER AN ANNUAL SURVEY TO STUDENTS PARTICIPATING IN
20 THE PROGRAM STARTING IN TENTH GRADE AND ENDING THE YEAR
21 FOLLOWING THEIR COMPLETION OF THE PROGRAM. THE SURVEY MUST BE
22 DESIGNED TO ASSESS STUDENTS':

23 (a) FEEDBACK TO IDENTIFY THE BENEFITS, CHALLENGES, AND
24 RECOMMENDED ADJUSTMENTS TO THE PROGRAM; AND

25 (b) USE OF THE EXPERIENTIAL AND EDUCATIONAL COMPONENTS OF
26 THE PROGRAM IN RELATIONSHIP TO THEIR PROFESSIONAL GOALS.

27 (10) THIS SECTION IS REPEALED, EFFECTIVE JULY 1, 2030.

1 **SECTION 2. Safety clause.** The general assembly hereby finds,
2 determines, and declares that this act is necessary for the immediate
3 preservation of the public peace, health, or safety.